

ARBITRATION SUMMARY AND AWARD LOG

OCB AWARD NUMBER: 611 EX

OCB GRIEVANCE NUMBER: 23-18-900918-0547-01-04

GRIEVANT NAME: SPRINGS, TOMMIE

UNION: OCSEA/AFSCME

DEPARTMENT: MENTAL HEALTH

ARBITRATOR: SMITH, ANNA D.

MANAGEMENT ADVOCATE: THERNES, LINDA

2ND CHAIR: DUCO, MICHAEL

UNION ADVOCATE: ROBINSON, ROBERT

ARBITRATION DATE: JUNE 5, 1991

DECISION DATE: JUNE 5, 1991

DECISION: MODIFIED

CONTRACT SECTIONS
AND/OR ISSUES: SIX DAY SUSPENSION

HOLDING: INVESTIGATION TAINTED THE DISCIPLINARY ACTION.
SUSPENSION REDUCED TO TWO DAYS.

ARB COST: \$203.77

611 E4

In the Matter of Arbitration
Between
O.C.S.E.A. Local 11,
A.F.S.C.S.E., AFL-CIO
and
STATE OF OHIO
Dist of Mental Health
Department

BENCH DECISION AND AWARD
Anna D. Smith, Arbitrator
23-18-900928-0547-01-04
Grievance No.
Tommie Springs
Grievant

I. Hearing

Date of Hearing June 5, 1991 Place of Hearing Western Psychiatric Hospital

Appearances:

For the Union:

Robert Robinson

For the Employer:

Linda Thernes

Michael Duca

II. Issue: Was discipline administered with just cause, and if not, what should the remedy be?

III. Award: Discipline was not administered with just cause. An individual who was a subject of the offending memo directed the investigation, thus tainting the disciplinary action that resulted. Suspension is reduced to two (2) days.

Issued at Northfield, Ohio
June 5, 1991
Date

Anna D. Smith
Arbitrator